

31 May 85

Ed:

JUN 1985

Re S&T R request to excuse their GS-08 & 09 secretaries from S&T level Panel process and delegate responsibility to Office Heads.

In view of the fact that your efforts on secretarial issue have escalated, the concept of a secretarial career service would make this request a non-issue. Recognizing, however, that we are some weeks away from realizing the goal, we obviously have to do something with the attached.

I've read PMCD comments, and Carlo's and Edie's. While PMCD's thrust ~~is~~ is to say go ahead since almost everyone is ignoring it anyhow, (it seems,) I believe the S&T's request is larger than S&T and should be dealt with as a systemic issue that affects the entire Agency.

Since we seem, now, to be heading towards more uniformity than we've had in the past -- with the resulting net impact of ~~centralization of the secretarial~~ ~~centralization of the secretarial~~ some rigidity rather than managerial freedom within minimal parameters -- to approve S&T's request at this point would be a departure from the march we've begun.

I suggest a memorandum from Magee to Hineman that ~~we~~ says:

Evan (or whatever):

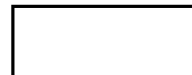
I appreciate ~~your request~~ that your request to delegate the evaluation and ranking of your senior secretaries to the office level ~~representative~~ is in keeping with excellence and the efforts to move as much authority downwards as we can.

~~Your request~~

At least in the DS&T, it seems that we have come full cycle from the days when secretarial actions were done by supervisors, through ~~the days when~~ more recent times when the secretaries were the driving force <sup>for inclusion</sup> ~~to include them~~ in the personnel management processes that ~~are~~ are used in all other "professional" occupations.

Called Finelli 11:30 me  
probably let wld M —

will talk to S&T



STAT

At this point, however, I want to defer action on your request simply because ~~xxxx~~ we are looking at some ~~actions proposed~~<sup>proposals</sup> as a result of the secretarial study that might have an impact on the ranking and evaluation process.  is charging along on the issue and you may see something in the not too distant future that may ~~xxxxxxx~~ satisfy your proposal. Should the end result of Ed's effort not accommodate your request, I will then get back to you.

or whatever.....

*Gene*

P.S. - You have an impossible schedule and since I already know your hate to read all this stuff, all you need to read is this note - so that I can meet my deadline.

*r*